



**Elms** Bank  
School & College

Excellence for All

# Anti-Bullying Policy



Part of the

**Oak**   
Learning Partnership

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Elms Bank is committed to creating a very caring, friendly learning community. We embrace the Every Child Matters principles and through this policy reinforce the 'stay safe' and 'enjoy and achieve' outcomes.

## 1. What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet ,such as email & internet chat room misuse  
mobile threats by text messaging & calls  
misuse of associated technology , i.e. camera & video facilities

## 2. Objectives of this Policy

- 2.1 All QEB Members, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- 2.2 All QEB members and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- 2.3 All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- 2.4 As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- 2.5 Bullying will not be tolerated.

## 3. Procedures

- 3.1 Report bullying incidents to staff.
- 3.2 In cases of bullying, the incidents will be recorded by staff.
- 3.3 In serious cases parents should be informed and will be asked to attend a meeting to discuss the problem.
- 3.4 If necessary and appropriate, police will be consulted
- 3.5 The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- 3.6 An attempt will be made to help the bully (bullies) change their behaviour
- 3.7 All incidents of bullying, racist and homophobic incidents are reported to Governors and details submitted to the LA using the SMART recording system.

## 4. Outcomes

- 4.1 The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, suspension or even exclusion will be considered
  - If possible, the pupils will be reconciled
- 4.2 After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## 5. Prevention

- 5.1 We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:
- Writing a set of school rules
  - Signing a behaviour contract
  - Writing stories or poems or drawing pictures about bullying
  - Reading stories about bullying or having them read to a class or assembly
  - Making up role-plays
  - Having discussions about bullying and why it matters

All learners at Elms Bank have a right to expect that they will be listened to, have their concerns taken seriously and be supported according to their individual needs. The school will ensure that the staff have received sufficient, high quality safeguarding training to ensure that they can respond appropriately to bullying.

Pupils can report bullying to any member of staff. Any concerns will be dealt with in the first instance by the class teaching assistants and teacher. If necessary, the relevant key stage leader may also be involved and in serious cases the deputy head and headteacher. Parents/carers will be informed and notes will be taken and stored. Fixed term exclusions will be considered for more severe and persistent cases of bullying. It may be necessary to involve other agencies to ensure the long-term emotional well-being of the young people involved.

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Acknowledgements:

Kidscape 'Anti Bullying policy for schools'

Bolton Muslim Girls School 'Anti-bullying policy and procedure'

Crofton School 'Bullying policy'

